

Panaji, 13th September, 1973 (Bhadra 22, 1895)

SERIES II No. 24

OFFICIAL GAZETTE



GOVERNMENT OF GOA, DAMAN AND DIU

GOVERNMENT OF GOA, DAMAN AND DIU

Special Department

Order

No. 2-4-73-SPL

Consequent upon his transfer to the Delhi Administration, the Administrator of Goa, Daman and Diu is pleased to

relieve Shri S. M. Goyal, I. A. S. (Union Territories), Secretary (Planning)-cum-Development Commissioner with effect from 8th September, 1973 (A.N.).

Pending appointment of an officer in his place by the Government of India, Ministry of Home Affairs, Shri J. C. Almeida, I. A. S. (Union Territories), Secretary (Industries and Labour), shall officiate as Secretary (Planning)-cum-Development Commissioner in addition to his own duties.

By order and in the name of the Administrator of Goa, Daman and Diu.

M. K. Bhandare, Deputy Secretary (Appointments).

Panaji, 7th September, 1973.

Revenue Department

Notification

No. RD/LQN/197/73

Whereas it appears to the Appropriate Government (hereinafter referred to as «the Government») that the land specified in the schedule hereto (hereinafter referred to as the «said land») is likely to be needed for public purpose viz Construction of Office, Laboratory Proving Measures for the office of Inspector, Weights and Measures.

Therefore the Government is pleased to notify under sub-section (1) of Section 4 of the Land Acquisition Act, 1894 (hereinafter referred to as the «said Act») that the said land is likely to be needed for the purpose specified above.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contracts for the disposal of the said land by sale, mortgage, assignment, exchange or otherwise, or any outlay commenced or improvements made thereon without the sanction of the Collector appointed in paragraph 4 below, after the date of the publication of this

Notification, will under clause (seventh) of Section 24 of the said Act, be disregarded by him while assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under Section 6 of the said Act will be published in the Government Gazette, in due course. If the acquisition is abandoned wholly or in part, the fact will be notified.

4. The Government is further pleased to appoint under clause (c) of Section 3 of the said Act the Deputy Collector, South, Margao, to perform the functions of a Collector under the said Act in respect of the said land.

5. The Government is also pleased to authorise under sub-section (2) of Section 4 of the said Act, the following officers to do the acts, specified therein in respect of the said land.

1. The Collector of Goa, Panaji.
2. The Deputy Collector Goa, South Division, Margao.
3. The Controller Weights and Measures, Panaji.
4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the office of the Deputy Collector Goa, South Division, Margao, for a period of 30 days from the date of publication of this Notification in the Government Gazette.

SCHEDULED

(Description of the said land)

Sr. No.	Taluka	Village	Plot No.	Survey No.	Name of the person believed to be interested	Approximate area in sq. mts.
1	2	3	4	5	6	7
1.	Salcete	Aquem Margao	25	—	Comunidade of Aquem North: Land held by Comunidade of Aquem East: Plot acquired by S.I., S.I. Margao West: Comunidade of Aquem South: Margao Quepem Road	1000.00 sq. mt.
Total						1000.00 sq. mts.

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

P. S. Bhatnagar, Secretary (Revenue).

Panaji, 10th September, 1973.

Food and Civil Supplies Department

Notification

No. 14-15-72-FCS(EDN)

Shri Ramachandra Jirage, a candidate recommended by Union Public Service Commission is hereby temporarily appointed to the post of Assistant Officer in Physical Education with effect from 28-7-1973 (F.N.) in the scale of Rs. 425-25-500-30-680 plus the usual allowances admissible from time to time, until further orders.

2. His initial pay shall be fixed at Rs. 450/- (Rupees four hundred and fifty only) as per recommendation of Union Public Service Commission vide their letter No. F.1/901/72-RB dated 2-7-1973.

3. The appointment is temporary and subject to the conditions specified in this Office Memorandum of even number dated 13-7-1973.

By order and in the name of the Administrator of Goa, Daman and Diu.

S. S. Sukthankar, Under Secretary (Planning).

Panaji, 4th September, 1972.

Public Works Department

Principal Engineer's Office

Notification

No. PWD/LA/1258/8/73

Whereas it appears to the Appropriate Government (hereinafter referred to as «the Government») that the land specified in the schedule hereto (hereinafter referred to as the «said land») is needed for public purpose viz construction of Magarwada Zari Road.

And whereas in the opinion of the Government that the provisions of sub-section (1) of Section 17 of the Land Acquisition Act, 1894 (hereinafter referred to as the «said Act») are applicable to the said land.

Therefore the Government is pleased to notify under sub-section (1) of Section 4 of the said Act that the said land is needed for the purpose specified above.

The Government is also pleased to direct under sub-section (4) of section 17 of the said Act that the provisions of Section 5A of the said Act shall not apply in respect of the said land.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contracts for the disposal of the said land by sale, lease, mortgage, assignment, exchange or otherwise, or any outlay commenced or improvements made thereon without the sanction of the Collector after the date of the publication of this Notification, will under clause (seventh) of Section 24 of the said Act, be disregarded by the officer assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under Section 6 of the said Act will be published in the Government Gazette, in due course. If the acquisition is abandoned wholly or in part, the fact will be duly notified in the Government Gazette.

4. The Government is further pleased to appoint under clause (c) of Section 3 of the said Act the Collector of Daman to perform the functions of a Collector under the said Act, in respect of the said land.

5. The Government is also pleased to authorise under sub-section (2) of Section 4 of the said Act, the following officers to do the acts, specified therein in respect of the said land.

1. The Collector of Daman, Daman.

2. The Executive Engineer, P. W. D. Works Division VII, Daman.

6. A rough plan of the said land is available for inspection in the office of the Collector of Daman and in the office of the Executive Engineer, P. W. D. Works Division VII, Daman.

SCHEDULE

Sr. No.	Taluka	Village	Name of Khatedar	Description of land Sur. Nos.	Approximate area H. A. Sq. Mts.
1	2	3	4	5	6
1.	Daman	Magarwada	Shri Vasanbhai Harkhubhai	1011/3	0-02-00
2.	—do—	—do—	Shri Raviabhai Sukar	1011/4	0-02-00
3.	—do—	—do—	(Shri Lallubhai Jivan)	1001/1	0-02-00
			Bai Kamuben Lallu Jivan		
4.	—do—	—do—	Shri Kikubhai Morabhai	1001/6	0-01-00
5.	—do—	—do—	Shri Hariabhai Raviabhai	960/3	0-01-00
6.	—do—	—do—	Shri Kaliabhai Khusalabhai	903/6	0-01-00
7.	—do—	—do—	Shri Balubhai Vithalabhai	907/1	0-01-00
8.	—do—	—do—	Shri Vallabhabhai Kasna	907/5	0-01-00
9.	—do—	—do—	Shri Dahyabhai Lallubhai	907/6	0-03-00
10.	—do—	Thana-Pardi	Shri Dhedabhai Mangal	136/2	0-03-00
11.	—do—	—do—	Shri Jeram Harka	136/3	0-04-00
12.	—do—	—do—	Shri Chibad Sukar	1/1	0-01-00
13.	—do—	—do—	Shri Fakir Lallu	1/3	0-04-00
14.	—do—	—do—	(Shri Babu Bhikhla)	1/4	0-03-00
			Bai Mani Babu Bhikhla		
15.	—do—	—do—	Shri Bhana Lallu	1/7	0-03-00
16.	—do—	—do—	Shri Morar Khalpa	2/1	0-02-00
17.	—do—	—do—	Bai Chipki Lallu	2/2	0-01-00
18.	—do—	—do—	Shri Fakir Bhailu	2/3	0-01-00
19.	—do—	—do—	Shri Jeram Harkha	128/4	0-03-00
20.	—do—	—do—	Shri Fakir Lallu	128/5	0-03-00
21.	—do—	—do—	Shri Bavji Chiba	127/1	0-03-00
22.	—do—	—do—	Shri Morar Khalpa	127/4	0-03-00
23.	—do—	—do—	Shri Bayji Chiba	127/5	0-09-00
24.	—do—	—do—	Shri Jeram Harkha	127/8	0-10-00
25.	—do—	—do—	Shri Naran Dheda	9/1	0-01-00
26.	—do—	—do—	Shri Naran Dheda	9/1	0-01-00
27.	—do—	—do—	Shri Bhana Lallu	12/3	0-01-00
28.	—do—	—do—	Shri Bhana Bhikhla	12/4	0-03-00
29.	—do—	—do—	Shri Naran Govind	13/2	0-01-00
30.	—do—	—do—	Shri Bheda Mangal	125/1	0-02-00
31.	—do—	—do—	Shri Chibad Sukar	125/4	0-01-00

1	2	3	4	5	6
32.	Daman	Thana-Pardi	Shri Chibad Sukar	125/5	0-05-00
33.	— do —	— do —	Shri Babu Bhikhla Dead	125/6	0-04-00
34.	— do —	— do —	Shri Ishwar Babu Bai Dhani-Chiba Rama's daughter	120/2	0-13-00
35.	— do —	— do —	Shri Jivan Lallu	120/1	0-02-00
36.	— do —	— do —	Shri Chiba Rama	121	0-03-00
37.	— do —	— do —	Shri Soma Bhagvan	119/1	0-02-00
38.	— do —	— do —	Shri Soma Bhagvan	119/1	0-03-00
39.	— do —	— do —	Shri Ravia Gopal	119/2	0-03-00
40.	— do —	— do —	Bai Nandi Madhu	114/3	0-04-00
41.	— do —	— do —	Shri Kiku Bava	83/2	0-02-00
42.	— do —	— do —	Shri Fakir Baila	81	0-03-00
43.	— do —	— do —	Shri Kika Bava	80	0-04-00
44.	— do —	— do —	Shri Sona Bhagvan	79/1	0-03-00
45.	— do —	— do —	Shri Kalyan Lallu	113/2	0-08-00
46.	— do —	— do —	Shri Bhagvan Lallu	113/4	0-03-00
47.	— do —	— do —	Shri Kalyan Lallu	113/5	0-02-00
48.	— do —	— do —	Shri Bhagvan Lallu	85	0-24-00
49.	— do —	— do —	Shri Naran Dheda	101/1	0-01-00
50.	— do —	— do —	Shri Naran Dheda	105/4	0-01-00
51.	— do —	Zari	Shri Fakir Gandia	2/1	0-07-00
52.	— do —	— do —	Shri Fakir Gandia	2/1	0-01-00
53.	— do —	— do —	Shri Devu Gandia	2/2	0-02-00
54.	— do —	— do —	Shri Sukar Veragna	3/1	0-12-00
55.	— do —	— do —	Shri Suker Veragi	3/1	0-04-00
56.	— do —	— do —	Bai Jami and w/o Ramka Veragni	3/2	0-03-00
57.	— do —	— do —	Shri Chhana Gandia	4	0-15-00
58.	— do —	— do —	Shri Chhana Gandia	4	0-04-00
59.	— do —	— do —	GOVERNMENT	9	0-01-00
60.	— do —	— do —	GOVERNMENT	10	0-09-00
61.	— do —	— do —	GOVERNMENT	10	0-13-00
62.	— do —	— do —	Shri Chhotu Soma	11/1	0-02-00
63.	— do —	— do —	Shri Shankar	11/2	0-06-00
64.	— do —	— do —	Shri Jivan Moria	13	0-07-00
65.	— do —	— do —	Shri Jivan Moria	13	0-10-00
66.	— do —	— do —	Shri Khalpa Bhula	20	0-12-00
67.	— do —	— do —	Shri Khalpa Bhula	20	0-07-00
68.	— do —	— do —	Shri Keshu Sukar	24	0-04-00
69.	— do —	— do —	Shri Narshi Sukar	25/1	0-08-00
70.	— do —	— do —	Shri Parbhua Radka	25/2	0-18-00
71.	— do —	— do —	Shri Deva Gandia	26/1	0-04-00
72.	— do —	— do —	Shri Chhana Gandia	43/2	0-03-00
73.	— do —	Thana-Pardi	Shri Naran Chhibda	Sheet No. 35	
74.	— do —	— do —	Shri Gandia Dayal	1	0-00-100
75.	— do —	— do —	Shri Prema Dayal	2	0-00-120
			Shri Jagan Dayal	3	0-00-45
			Shri Govind Dayal		
76.	— do —	— do —	Shri Babu Ragla	1	0-00-130
77.	— do —	— do —	Shri Mithal Govan	2	0-00-20
			Shri Mohan Namla		
78.	— do —	— do —	Shri Lallu Govan	3	0-00-75
79.	— do —	— do —	Shri Kalia Khusal	903/4	0-02-00
80.	— do —	— do —	Shri Babar Mithla	903/5	0-02-00
81.	— do —	— do —	Shri Dubar Karsan	908/6	0-02-50
82.	— do —	— do —	Shri Naran Dheda	Sheet No. 38	
83.	— do —	— do —	Shri Vallabh Karsan	7	0-00-310
84.	— do —	— do —	Shri Chhibad Sukar	8	0-00-35
85.	— do —	— do —	Shri Chhipka Akkhlu	9	0-00-20
			Shri Chhipka Akkhlu	10	0-06-00
86.	— do —	— do —	Shri Fakir Lallu	10	0-00-290
87.	— do —	— do —	Shri Karia Bhangia	45/5	0-05-00
88.	— do —	— do —	Shri Jivan Moria	12	0-08-00
				13	0-08-00
				Total	3-51-1195

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

Balcrisna R. Naique, Principal Engineer, P. W. D., and Ex-Officio Addl. Secretary to the Govt.

Panaji, 5th September, 1973.

Industries and Labour Department

Order

No. 1-225-/69-IPD/

Whereas by an agreement executed on 21-6-1966 the right to run ferry services between Amona and Kandola was leased to one Jaga Vittal Saunto,

And whereas the contract was terminated on 3-5-1969.

And whereas the heir of Jaga Vittal Saunto is claiming refund of Rs. 19,182-50 from the President of India on various grounds.

And whereas the President is claiming Rs. 2048-24 from Shri Gurudas Jaga Sawant Amonkar, the heir of said Shri Jaga Vittal Saunto as the amount due from him under the agreement and thus there appear to be a dispute between the parties to the said agreement.

Now therefore, in pursuance of clause 17 of the agreement dated 21-6-1966, the Administrator of Goa, Daman and Diu hereby nominates Shri N. P. S. Nagorcenkar, Under Secretary Finance, as the arbitrator for deciding the dispute referred to above.

By order and in the name of the Administrator of Goa, Daman and Diu.

P. Noronha, Under Secretary, Industries and Labour.

Panaji, 3rd September, 1973.

Order

No. LC/1/ID(13)/70/IT-6/72

The following Award given by the Industrial Tribunal, Goa, Daman and Diu, on an Industrial Dispute between M/s. Goa Urban Co-operative Bank Limited, Panaji (Goa), and the workmen employed by them, is hereby published as required vide provisions of Section 17 of the Industrial Disputes Act, 1947 (XIV of 1947):—

Before Shri M. G. Chitale, Industrial Tribunal, Goa, Daman and Diu

Reference (IT/GDD) No. 7 of 1972

Adjudication

Between

Goa Urban Co-operative Bank Ltd., Panaji

And

The workmen employed under it.

In the matter of termination of services of three employees, viz. Sarvashri Uttam Kerkar, Satish B. Rege and Froilano D'Silva, etc.

Appearances:

Shri S. R. Camotim, General Manager of the Bank for the Bank.

Shri P. R. Uteji, General Secretary of the Goa Urban Co-operative Bank Ltd. Employees' Union, for the workmen.

AWARD

(2nd July, 1973)

This is a reference under Section 10(1)(d) of the Industrial Disputes Act, 1947. The dispute relates to the demand of three employees, viz. (1) Uttam Kerkar, (2) Satish B. Rege and (3) Froilano D'Silva for reinstatement.

2. The relevant facts are as follows:—

Uttam Kerkar was first appointed as a trainee. After the training period was over, he was appointed on probation for six months from 15-3-1971. Thereafter by letter dated 31-8-1971 the probation period was extended for six months from 15-9-1971. By letter dated 27-10-1971 his services were terminated from 27-10-1971, stating that his work was not found to be satisfactory.

3. Satish B. Rege was first appointed as a trainee by letter dated 10-10-1970 for three months. This very letter stated that on the expiry of the training period probation for six months will start. By letter dated 3-3-1971 he was appointed as a Clerk on probation for six months from 15-3-1971, stating further that the probation period may, if necessary, be extended for further period of six months. Accordingly the probation period was extended for further period of six months from 15-9-1971. By letter dated 27-10-1971 his services were terminated from 27-10-1971, stating that his work was found to be unsatisfactory.

4. Froilano D'Silva was appointed a trainee-clerk for three months by letter dated 25-7-1970. This very letter dated that the probation period will start on the expiry of the training period. By letter dated 29-5-1971 his probation period was extended for six months from 1-6-1971. By letter dated 27-10-1971 his services were terminated from 27-10-1971, stating that his work was unsatisfactory.

5. By letter dated 23rd October 1971 the above-mentioned three employees were asked to show cause why action should not be taken against them for attending the Bank on 21st and 22nd October 1971, but failing to discharge duties on those days. No action pursuant to this notice was, however, taken against the above-mentioned three employees, but as stated above by notices dated 27-10-1971 the services of

these three employees were terminated with effect from the same date i.e. 27-10-1971, stating that their services were not found to be satisfactory.

6. It is urged on behalf of these three employees that the order terminating their services is not a mere order of termination, but it is a punitive order. In this respect, reliance is placed on the show cause notice dated 23rd October 1971 mentioned above. It is true that the above notice was served on these three employees, inasmuch as these three employees took part in the sit-down strike carried out by all the employees. No action was, however, taken pursuant to the show cause notice. Since the above three employees were admittedly probationers, the employers thought it proper to terminate their services as per clause 9 of the letter of appointment rather than taking disciplinary action against them. I do not think that merely because a show cause notice was issued, the termination of services of these three employees can be said to be a punitive action. The termination notices specifically state that their services were not found satisfactory. There is hardly anything to show malafides on the part of the employers. The only piece of evidence relied upon is the show cause notice which was issued not only to these three employees, but to all the employees who took part in the sit-down strike on 21st and 22nd October 1971. Since similar show cause notices were served on all the employees going on strike, malafides cannot be inferred. Admittedly these three employees were probationers and if their services were terminated as per clause 9 of the letter of appointment, no grievance can be made. I hold that the employees concerned have failed to prove malafides in terminating their services.

7. It is, however, pointed out by these three employees that the employers have not carried out the terms as contained in clause 9 of the letter of appointment, viz. while terminating services they will give one month's notice or salary in lieu of one month's notice. Admittedly this is not done and the employers agree to pay one month's wages to each of these three employees immediately. Inasmuch as the employers did not pay this one month's salary in time, I think it fair to order costs in this case. I, therefore, direct the employers to pay the above-mentioned three employees one month's salary, including dearness allowance and other allowances, if any, in lieu of notice. They shall also pay Rs. 75/- to each of these three employees by way of costs.

Sd/-

M. G. CHITALE
Industrial Tribunal

By order and in the name of the Administrator of Goa, Daman and Diu.

P. Noronha, Under Secretary, Industries and Labour.

Panaji, 27th August, 1973.

Order

No. LC/1/ID(65)/68

The following Award given by the Industrial Tribunal, Goa, Daman and Diu, on an Industrial Dispute between M/s. V. M. Salgaocar and Brothers Pvt. Ltd., Vasco da Gama, Goa, and the workmen employed by them, is hereby published as required vide provisions of section 17 of the Industrial Disputes Act, 1947 (XIV of 1947):—

Before Shri M. G. Chitale, Industrial Tribunal, Goa, Daman and Diu

References (IT-GDD) Nos. 1 of 1969 and 7 of 1970

Adjudication

Between

M/s. V. M. Salgaocar & Brothers Pvt. Ltd.,
Vasco-da-Gama (Goa)

And

The workmen employed under them in the Company's Office, Shops and depots.

In the matter of pay scales, dearness allowance, gratuity, maternity leave, overtime, etc.

Appearances:—

Shri L. R. Ferrao, Personnel Officer, for the Company.

Shri George Vaz, General Secretary, Goa Trade and Commercial Workers' Union, for the workmen.

AWARD

2nd July 1973

These two references are under Section 10(1)(d) of the Industrial Disputes Act, 1947. They relate to the dispute between M/s. V. M. Salgaocar & Brothers Pvt., Ltd., Vasco-da-Gama (Goa) and the employees employed by that company.

2. Pending hearing, the parties have arrived at settlement. Terms of settlement are produced. They cover all the demands in the both the references. I find terms of settlement fair and reasonable.

3. Mr. George Vaz, General Secretary of Goa Trade and Commercial Workers' Union, Assonora, Bardez, Goa, admits that the employees who have signed the settlement are the duly authorised representatives of the employees and they have properly arrived at settlement, hence the union has no objection to award being passed in terms of settlement. Accordingly I pass award in terms of settlement annexed herewith. No order as to costs.

Sd/- M. G. CHITALE

Industrial Tribunal

By order and in the name of the Administrator of Goa, Daman and Diu.

P. Noronha, Under Secretary (Labour)

Panaji, 28th August, 1973.

Memorandum of settlement under Section 2(p) of the Industrial Disputes Act, 1947, between M/s. V. M. Salgaocar & Brother Pvt. Ltd. and their employees engaged at their Offices, Shops and Depots

Representing the Management: Representing the Employees:

- | | |
|--|-----------------------------|
| 1. Mr. J. V. A. Brito,
General Manager,
V. M. Salgaocar & Brother
P. Ltd. | 1. Mr. S. J. Costa. |
| 2. Mr. L. A. Correia,
Administration Manager,
V. M. Salgaocar & Brother
P. Ltd. | 2. Mr. V. R. Galkar. |
| 3. Mr. L. R. Ferrao,
Personnel Officer,
V. M. Salgaocar & Brother
P. Ltd. | 3. Mr. M. da Costa. |
| | 4. Mr. Francisco Rodrigues. |
| | 5. Mr. R. S. Fernandes. |
| | 6. Mr. F. X. Fernandes. |

The Goa Trade and Commercial Workers' Union, representing the employees of the Offices, Shops and Depots of M/s. V. M. Salgaocar & Brother Pvt. Ltd., Vasco da Gama, raised a charter of demands on 24th February 1965. These demands were discussed at conciliation proceedings before the Labour Commissioner, Goa, Daman and Diu on various occasions. As a result of the discussions, a settlement under Section 12(3) of the Industrial Disputes Act, 1947, was arrived at in August, 1966, whereby a part of the dispute raised by the Union was settled. However, the parties did not come to any settlement in respect of the demands mentioned below:—

1. Wage-scales
2. Dearness Allowance
3. Gratuity
4. Maternity Leave
5. Overtime payment for motor drivers
6. Provisions for Canteen facilities.

The Conciliation Officer, therefore, submitted a Failure Report. The Government of Goa, Daman and Diu thereafter submitted these demands to the Industrial Tribunal for adjudication. As the adjudication proceedings went on for an inordinately long time, the employees and the Management re-started negotiations and discussed the above demands and have decided to mutually settle the issues as follows:—

TERMS OF SETTLEMENT

1) The Management agrees to adopt the following wage-scales with effect from 1st January, 1973:—

VIII—Watchmen, peons and other non-clerical staff
70-5-95-6-143-EB-7-185.

VII—Drivers 120-6-132-7-174-EB-10-194.

VI—Junior Clerical Staff 120-7-1/2-180-10-220-EB-15-295.

V—Senior Clerical Staff 165-12-1/2-240-15-360-EB-20-480.

IV—Sectional Superintendents 320-20-400-25-525-EB-30-705.

2) The Management agrees to introduce the following pattern of Dearness Allowance:—

(a) Dearness Allowance from 1-1-1969 to 31-12-1971 to be paid at the following rates:—

Grade	Dearness Allowance per month
VII & below	Rs. 60.00
VI	Rs. 70.00
V	Rs. 75.00
IV	Rs. 80.00

(b) (i) From 1-1-1972 onwards the rates of Dearness Allowance will be as follows:—

Basic salary slab	Dearness Allowance per month
Upto Rs. 139	Rs. 72.00
Rs. 140 to Rs. 179	Rs. 89.00
Rs. 180 to Rs. 239	Rs. 123.00
Rs. 240 to Rs. 429	Rs. 147.00
Rs. 430 to Rs. 479	Rs. 161.00
Rs. 480 and above	Rs. 165.00

(ii) In respect of employees who were in service prior to 9-8-1966, no change in the basic wages will be made. As for those who joined after 9-8-1966 (i.e. those who joined on consolidated wages), the following split will be effected:—

Salary as at 1st January, 1972	Existing element of Dearness Allowance
Upto Rs. 139	Rs. 10.00
Rs. 140 to Rs. 179	Rs. 20.00
Rs. 180 to Rs. 239	Rs. 40.00
Rs. 240 to Rs. 429	Rs. 50.00
Rs. 430 to Rs. 479	Rs. 60.00
Rs. 480 and above	Rs. 60.00

3) In view of the fact that the Government of India have enacted the Payment of Gratuity Act, 1972, which is applicable to the employees of this Company, the employees have agreed to drop the demand and the Management has agreed to implement the provisions of the said Act.

4) Management agrees to grant Maternity Leave to female employees at the rate of two weeks prior to the date of confinement and four weeks thereafter, effective from 1st January, 1973.

5) It is agreed by the parties that those drivers, attached to the Service Section, will be paid overtime wages at the rate of 1-1/2 times their normal daily rate of wages for work in excess of ten hours.

6) The employees have agreed to drop the demand in respect of Canteen facilities.

7) It is agreed between the parties that the settlement will be binding on the parties upto 31st December, 1976. However, the settlement will continue to be in force even after this date till such time as it is not terminated under the provisions of the Industrial Disputes Act, 1947.

8) It is further agreed that the employees will not raise any demand already covered under this settlement during the currency of the said settlement.

9) It is mutually agreed that the service conditions as certified by the Labour Commissioner, Goa, Daman and Diu vide his letter No. LC/1/66/1987, dated the 9th August, 1966, will be in force and both the parties will abide by the same. However, the provision in respect of sick leave and casual leave will read as follows:

(a) Sick Leave

Till such time as the Medical benefits under the Employees State Insurance Act are not extended to the employees, all permanent employees will be

entitled to 8 (eight) days non-accumulative sick leave with pay per year of service.

(b) *Casual Leave*

Every employee will be entitled to 7 (seven) days casual leave. Casual leave shall be non-cumulative and no leave of any kind may be combined with casual leave. Except for emergent reasons, casual leave shall be limited to three days at a time.

Holidays declared by the establishment and weekly holidays shall not be prefixed or suffixed to casual leave.

Ordinarily, the previous permission of the Management shall be obtained before taking such leave. When this is not possible, the Administration Manager or the head of the Department, shall as soon as may be practicable, be informed in writing or orally through any person of the absence from work and of the probable duration of such absence.

10) The Management agrees to pay the arrears arising out of the implementation of this settlement from 1st January, 1969 to 31st December, 1972, in five equal instalments as follows:—

- 1st Instalment on or before 31st December, 1972.
- 2nd Instalment on or before 31st March, 1973.
- 3rd Instalment on or before 31st October, 1973.
- 4th Instalment on or before 31st December, 1973.
- 5th Instalment on or before 31st March, 1974.

11) It is agreed that the Provident Fund contribution will be deducted from the arrears payable to the employees, Management contributing an equal amount.

12) In view of the generous gesture shown by the Management and in view of the fact that the Management will have to bear a heavy financial burden as a result of this settlement, the employees agreed that they would not demand any bonus on the arrears upto 31st March, 1972.

13) It is agreed by the parties that, while fitting the employees on the revised wage-scales, their wages, increments etc. will not be adversely affected.

14) It is agreed by the Management that the unspecified allowances drawn by certain employees will be merged with their wages before fitment is effected.

15) The parties agree to file this settlement before the Industrial Tribunal, Goa, Daman and Diu, as required under

the Industrial Disputes Act and request the Presiding Officer to issue his consent Award on the lines of this settlement.

Representing the Management: Representing the Employees:

- 1. Mr. J. V. A. Brito
- 2. Mr. L. A. Correia
- 3. Mr. L. R. Ferrao

- 1. Mr. S. J. Costa
- 2. Mr. V. R. Galkar
- 3. Mr. M. da Costa
- 4. Mr. Francisco Rodrigues
- 5. Mr. R. S. Fernandes
- 6. Mr. F. X. Fernandes.

Witnesses:

- 1. Mr. L. F. Silveira
- 2. Mr. J. A. Cabral

Vasco da Gama,

28th December, 1972.

Notification

No. 1-109-72-LAB/1134

Whereas by Notification No. 1-109/72-229-LAB dated 20th February, 1973 the Government of Goa, Daman and Diu has appointed Shri M. G. Chitale, member of the Industrial Court Tribunal, Maharashtra, Bombay as Presiding Officer of the Industrial Tribunal, Goa, Daman and Diu.

And whereas in supersession of the Notification No. 1-109/72/LAB/229 dated 20-2-73 the Government issued an order No. 1-109/72-LAB/938 dated 24-7-73 appointing one Shri S. G. Mandlik as the Presiding Officer of the said Industrial Tribunal.

And whereas said Shri Mandlik has now expressed his inability to function as Presiding Officer of the said Industrial Tribunal and order No. 1-109/72-LAB-938 dated 24-7-73 has since been cancelled vide order No. 1-109/73-LAB/990 dated 4-8-1973.

And whereas the Industrial Tribunal Goa, Daman and Diu has no Presiding Officer at present, and there is an urgent need for appointment of a person as the Presiding Officer.

Now therefore, in exercise of the powers conferred by Section 7A read with Section 8 of the Industrial Disputes Act, 1947 (14 of 1947), the Lieutenant Governor of Goa, Daman and Diu hereby appoints Shri M. G. Chitale, Member of Industrial Tribunal, Maharashtra, Bombay as Presiding Officer of the Industrial Tribunal Goa, Daman and Diu at Panaji constituted under the Government Notification No. LC-1/69 dated 31st October, 1963.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

P. Noronha, Under Secretary, Industries and Labour.

Panaji, 6th September, 1973.